

HUBUNGAN SAIZ KUMPULAN, JALINAN KUMPULAN KERJA DAN
KOMITMEN KUMPULAN KERJA: SATU KAJIAN KES DI RISDA

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ABSTRAK

Objektif kajian ini bertujuan untuk mengenalpasti hubungan antara saiz kumpulan kerja, kualiti jalinan hubungan ketua-subordinat, kualiti jalinan hubungan kumpulan-anggota yang memberi kesan ke atas komitmen afektif kumpulan kerja. Seramai 215 kakitangan ($n=215$) di RISDA telah diambil sebagai sampel kajian. Data yang diperolehi dianalisis dengan menggunakan kaedah regresi berganda untuk menguji hubungan antara pembolehubah kualiti jalinan hubungan ketua-subordinat, kualiti jalinan hubungan kumpulan-anggota dan komitmen afektif. Manakala analisis korelasi pearson digunakan untuk menguji pembolehubah saiz kumpulan kerja dengan kualiti jalinan hubungan ketua-subordinat dan kualiti jalinan hubungan kumpulan-anggota. Hasil analisis korelasi pearson menunjukkan terdapat hubungan negatif antara saiz kumpulan dengan kualiti jalinan hubungan ketua-subordinat dan kualiti jalinan hubungan kumpulan-anggota. Ini bermakna semakin besar saiz sesebuah kumpulan kerja, kualiti jalinan hubungan ketua-subordinat dan kualiti jalinan hubungan kumpulan-anggota semakin menurun. Hasil analisis regresi berganda pula menunjukkan terdapat hubungan positif yang signifikan antara kualiti jalinan hubungan ketua-subordinat dan kualiti jalinan hubungan kumpulan-anggota ke atas komitmen afektif ahli kumpulan. Berdasarkan hasil kajian ini, beberapa cadangan telah diutarakan sebagai usaha dan pendekatan bagi meningkatkan dan mengekalkan komitmen dalam kumpulan kerja dan jalinan hubungan dalam kalangan ahli kumpulan dan ketua mereka yang secara langsung mampu meningkatkan pencapaian organisasi.

ABSTRACT

The objective of this study is to identify the relationship between the size of the working group, leader-member exchange quality, team-member exchange quality that impact on the work group affective commitment. A total of 215 staff ($n = 215$) in RISDA was taken as the sample. Data were analyzed using multiple regression to examine the relationship between variables, namely, leader-member exchange quality, team-member exchange quality and affective commitment. The Pearson correlation analysis was used to test the workgroup size, team-member exchange quality and leader-member exchange quality. Pearson correlation analysis revealed a negative relationship between workgroup size and leader-member exchange quality and team-member exchange quality. This means that the larger of workgroup size, leader-member exchange and team-member exchange quality is decreasing. The results of multiple regression analysis showed a significant positive correlation between leader-member exchange and team-member exchange quality of the affective commitment of the workgroup. Based on these findings, several suggestions were put forward as a business and approach to enhance and sustain commitment in workgroups and networking among member groups and their leaders are directly able to improve organizational performance.

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SINGKATAN PERKATAAN

LMX	: Leader Member Exchange
TMX	: Team Member Exchange
LLX	: Leader-Leader Exchange.
RISDA	: Rubber Industry Small Holders Development Authority
FELCRA	: Federal Land Consolidation and Rehabilitation Authority
FELDA	: Federal Land Development Authority
KKLW	: Kementerian Kemajuan Luar Bandar dan Wilayah
SPKR	: Skim Pembangunan Kesejahteraan Rakyat
GDW	: Gerakan Desa Wawasan
PPRT	: Program Pembangunan Prasana dan Perumahan Rakyat Termiskin.
INFRA	: Institute For Rural Advancement
SEM	: Structural Equation Modelling.
WABA	: Within and Between Analysis.

BAB SATU

PENGENALAN

1.0 Pengenalan

Organisasi merupakan satu unit sosial yang terdiri daripada sekumpulan manusia yang bekerjasama dan saling bergantung antara satu sama lain bagi mencapai matlamat bersama. Oleh sebab itu, organisasi yang merupakan satu unit sosial ini memiliki beberapa orang pekerja yang telah diberi peranan dan tanggungjawab tertentu untuk menjalankan sesuatu tugas. Oleh itu, pekerja-pekerja organisasi perlu bekerjasama dan berhubung antara satu sama lain bagi mencapai matlamat sesebuah organisasi. Kerjasama dan jalinan perhubungan antara pekerja-pekerja dalam organisasi adalah penting dalam menentukan misi dan visi sesebuah organisasi tercapai. Ini kerana, sekiranya mereka bekerja tanpa memerlukan perkhidmatan dan kerjasama daripada pihak yang lain, sudah pasti tugas yang dijalankan tidak dapat disiapkan seperti yang dikehendaki sama ada dari segi masa, kualiti, kuantiti dan sebagainya.

Di samping itu, sesebuah organisasi memerlukan pekerja yang berupaya menyatupadukan usaha mereka supaya mencapai matlamat yang dikehendaki. Oleh itu, penyatuan usaha perlu wujud di dalam sesebuah organisasi bagi menjamin setiap hala tuju yang dibentuk dapat dizahirkan. Hal ini penting kerana, hubungan yang positif dalam kalangan kakitangan organisasi dapat menjamin organisasi itu bergerak dengan sempurna, tersusun dan berkesan. Oleh itu,

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